

# Promotion process lengthy

by Lisa Hogan

Materials for evaluating five faculty members who have applied for promotions were due to S. Joan Lingen, chair of the faculty personnel board, on Thursday, Oct. 31.

Promotions are a very serious business,

according to Lingen. This year is not as hectic as previous years though, because no one has applied for tenure, which is an assurance to a faculty member that he or she is granted a contract each year, except in unusual circumstances.

Lingen said the process of promotion is

a lengthy one. The first step is filling out a statement of eligibility listing the total number of years the person has taught, the number of years at Clarke, the degrees he or she has earned and the names of three faculty members the teacher would like to have evaluate him or her in class.

After the board receives the statement, the teacher prepares a portfolio that includes curriculum vitae. Teachers have six weeks to prepare the portfolio. The teachers must also submit a self evaluation assessing their teaching, professional growth and service to the institution and current course material such as syllabi and tests from the previous two years.

In addition to the three faculty members chosen by the instructor, the board chooses three other faculty members to evaluate the teacher. Each evaluator must attend at least two of the teacher's classes and the teacher must supply the evaluators with resumes and course material.

Lingen said that evaluators often attend more than two classes. She said that the evaluations are very important in determining whether the teacher receives a promotion or not, and faculty members treat the evaluations seriously.

The evaluators use a lengthy form that includes questions about teaching methodology, exams, grading, readings, projects, lab assignments, course organization, professional growth and service, and community service as well as service in the institution. Each evaluator is asked to write a letter summarizing his or her opinions about the teacher and his or her recommendation regarding promotion. All teachers who have achieved tenure are also asked to write a statement regarding the teachers applying for promotion.

Student course evaluations from the past three semesters are also studied during the promotion process. Lingen said that those evaluations combined with the faculty evaluations are influential in deciding who receives a promotion. She said that teachers also frequently request letters of recommendation from past and present students.

When all the material has been received, the board members read it. On Nov. 17 they will meet to eight to ten hours to discuss each individual and decide on their recommendations to S. Gertrude Ann Sullivan, academic dean.

The material concerning those people will be sent to Sullivan, who will review it and make her recommendations to S. Catherine Dunn, Clarke College president.

Dunn will review the information personally and makes her recommendations for promotion to the board of trustees. The board of trustees make the final decision on who is promoted, but they rely heavily on the recommendations of the faculty, Sullivan and Dunn.

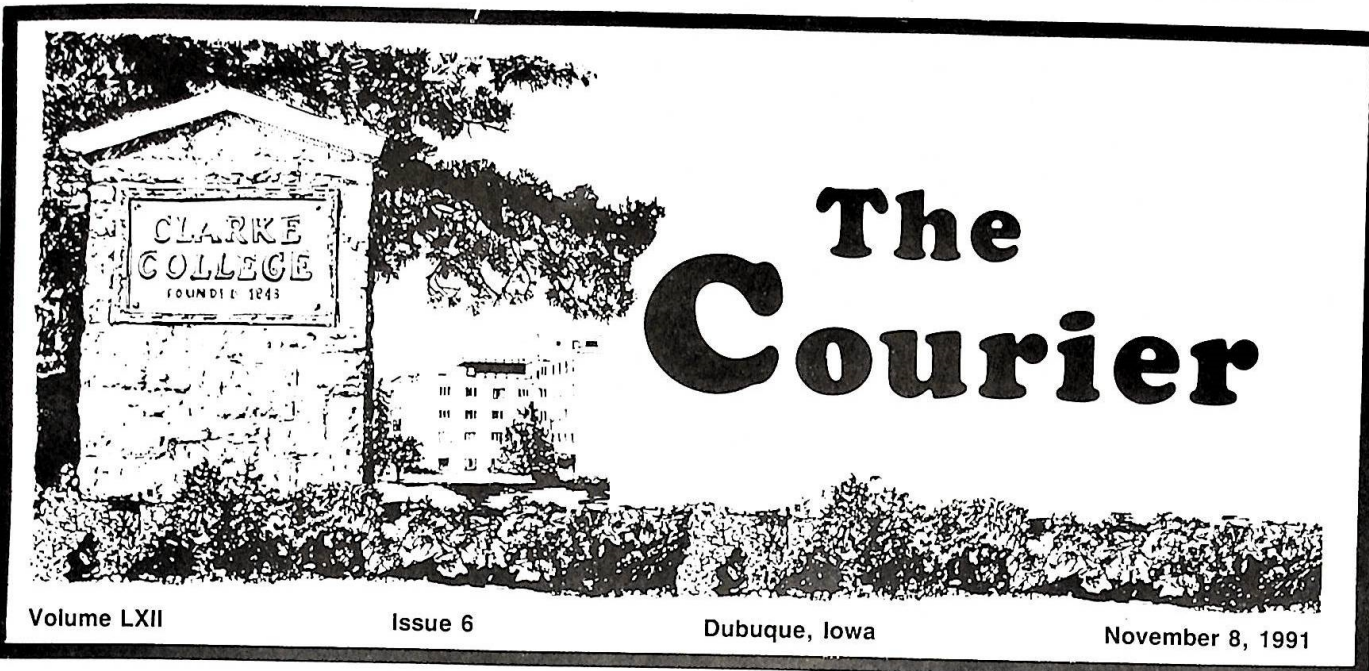
To be eligible for promotion, certain criteria must be met. A teacher must have taught at Clarke for a minimum of three years and must meet the education requirement.

Normally a teacher with a master's degree is appointed an instructor at Clarke. An assistant or associate professor has either a terminal degree such as a master of fine arts degree or a doctorate degree, depending on their experience. To be promoted to a professor, a teacher needs to have taught at least six years, three of which must be at Clarke, and have a doctorate degree.

Emeritus professors are teachers of retirement age who have taught at Clarke a long time. They are considered to be wise people, according to Lingen.

Along with a pay increase, a promotion may result in grants for research. Lingen said that when a faculty member reaches the rank of associate professor or professor, he or she has the opportunity to be granted a sabbatical, which are paid semesters off to do research or study.

The faculty personnel board is a committee of five faculty members who are elected by other faculty members to deal with promotions and tenure. The committee consists of Lingen, Sheila Castenda, S. Carol Spiegel, S. Sheila O'Brien and S. Sara McAlpin, all tenured faculty members.



## Cultural series begins

by Lisa Beauvais

Lakota Performing Arts with Kevin Locke will be presented on Thursday, Nov. 14, at 8 p.m. in the Jansen Music Hall. It is the first in a series of five events sponsored by the Clarke cultural events committee.

Locke, a Lakota Indian of the Standing Rock Reservation in South Dakota, uses flutes from various Native American tribes, hoop dances, and stories in his performances to positively illustrate the human diversity that exists in the world. He has performed in 48 states and 30 countries, including Canada, Spain, China, and several African nations and Australia. He has also performed at the Kennedy Center, in Washington D.C.

Locke is also an educator who lectures and consults on American Indian values, belief systems, social structures and education.

James Petty, vice president for student affairs and chairman of the Clarke cultural events committee said, "I have talked to Kevin a number of times. He feels very deeply about what he does."

Petty believes that performances such as this are important because, "This might be the first Native American cultural experience that someone has been exposed to. Locke epitomizes the depth of that culture."

In addition to the Lakota Performing Arts, there are four more cultural events

scheduled for the year.

The Stradiveri Quartet, performing Thursday, Nov. 21, at 8 p.m. in the Jansen Music Hall, is composed of four musicians from the staff of the University of Iowa's school of music. Violinists Allen Ohmes, Don Haines and William Preucil, and cellist Charles Wendt have performed throughout the United States, Canada, Europe, the Middle East, Russia and North Africa. Critic Robert Evett said in *The Atlantic* that the Stradiveri Quartet is "one of the best in the world."

Columbian folk musician Karen Stein will perform in the Jansen Music Hall on Tuesday, Feb. 4, at 8 p.m. Although Stein performs music from throughout Latin America, her February concert will focus on traditional and recent songs relating to women, and Columbian and Venezuelan folk music. Stein also explains the cultural background and the musical features of the songs she sings.

The University of Illinois Black Chorus directed by Dr. Ollie Watts Davis, will perform on March 20 at 8 p.m. in the Jansen Music Hall. The 200-member chorus strives to promote African culture by singing a wide variety of music, including the Negro Spiritual, anthems, formal music, traditional and contemporary gospel, jazz and rhythm and blues. The choir once performed for a Thanksgiving Day service at Ebenezer Baptist Church in Atlanta; the church of the late Dr. Martin Luther King, Jr.

Jeff Pappas, director of the Clarke Collegiate Singers, said, "The words 'exciting and inspirational' come to mind when I think of the choir. I am always inspired whenever I hear them sing."

Soloist Makea McDonald, a graduate of Clarke College, will finish out the series on Friday, April 24 in the Jansen Music Hall at 8 p.m. Her credits include the Musicals *Hair* and *Jesus Christ Superstar*, and *New York Grand Opera performances of Verdi's Requiem and Nabucco*. She is also one of the founding members of the metropolitan New York performing group, Just Friends, Inc. In addition to the April 24 performance, McDonald will sing with the Clarke Collegiate Singers at the Annual Dessert Pops Concert held on April 26.

Petty encourages everyone to attend these free events and said, "Although such events are outside the normal classroom structure, it fulfills the purpose of education."

Since some people will be unable to attend certain events, Petty said that the performances may be videotaped, if the musicians give their consent. To borrow one of the videos, contact Petty in the student affairs department.



Lakota Indian Kevin Locke plays one of several flutes from various Native American tribes. (Photo courtesy Clarke PR)

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# Feature

## Freshmen seminar benefits all

by Eric Duray

The focus of the recently completed freshmen seminar course was to help students cope with their new college environment. The course began this past August 27 and covered topics in time management, relationships, health, values assessment and racism. All of these topics were integrated into the general mission statement of the college, in hopes of maintaining a healthy freshman student body.

The required reading for the course was Dave Ellie's book, *Becoming A Master Student*. The book's purpose according to the author is, "To provide tools, techniques, hints, ideas, illustrations, instructions, examples, methods, procedures, skills, resources and suggestions for success."

James Petty, vice president for student affairs, was impressed with this year's freshmen seminar. "I think the seminar class is important in facilitating and catering to students' needs as incoming freshmen," said Petty. "The three main goals of the course are to learn social skills, improve human relations and determine values."

"The course allows students to use some self-exploration for some insight into what their lives mean to them as a freshman. The majority of the time, students are used to being receivers, not participants. This class requires students to get involved."

"As an instructor, I enjoyed reading the book. There may have been some overstatements by the author, but the point was very clear in his examples."

S. Pat McNamara, an instructor for freshmen seminar, was in charge of organizing the service project for each of the groups based on their input. "As a new faculty member, I was very grateful for having Tuckpointers assist in the class," she said. "The book was good as a resource because we were able to refer to the topics contained in it. However, we couldn't use the book as the total basis for the class. The Tuckpointer's information was valuable and our class discussion, which had a variety of options, really made the class."

Sophomore Tuckpointer, Todd Wessels, described the class as a rewarding experience. "I found the class fun to teach," said Wessels. "Many of the students asked me questions that they were afraid to ask or talk about with an instructor. The book was easy to read, but it was also important to help explain the college experience from a student's point of view and I think many of the freshmen felt that way as well."

"The best aspect of the class was the service project. We went to the Catholic Worker House, which is a house for battered women with children. We decided to put on a Halloween party for the children and we cooked lunch for the mothers. I felt it was a positive experience and a way of giving back to the community."

Don Clark II was also a Tuckpointer for freshmen seminar. "I was glad to see that the book was very different from last year's text," said Clark. "This year, the book was more informational with a personal appeal not an academic appeal. Clark added, "S. Ginnie Spiegel was a great instructor because she was very approachable. The classroom was a relaxed environment with no pressure of tests or quizzes. I think the freshmen were very at ease with this method."

"Probably the best aspect of the course was the service project. Our group went to the Riverview House for girls which is affiliated with Hillcrest Family Services. We took 12 girls, ages 15 to 17 bowling at Riverside Bowl. It was a time just to show the girls that we cared and they appreciated that. They asked us many questions about the value of a college education and we were more than willing to share. The girls were very bright girls and we intend to visit them again."

On the average, the freshmen found the class to be a good experience, however

some students had mixed emotions about the course. Freshman Dale Stovall said, "I enjoyed the service project very much. The personal journal was good to reflect upon as well, but some of the topics that were discussed in class seemed to be a re-hash of what I heard in high school."

Peggy Roling said, "I found the class very helpful in the beginning because I was able to make new friends and we were all discussing things that were common to us."

The service project was another good thing about the class. I never fully realized how fortunate I am until I'm helping those who are not as fortunate." She added, "The only bad aspect about the class was the pressure of the tests and quizzes. The length of the class was also a bad factor because people were ready to get out of there after 50 minutes, but the information of the class was good."

Next year according to Petty, the class outline and text will remain the same.

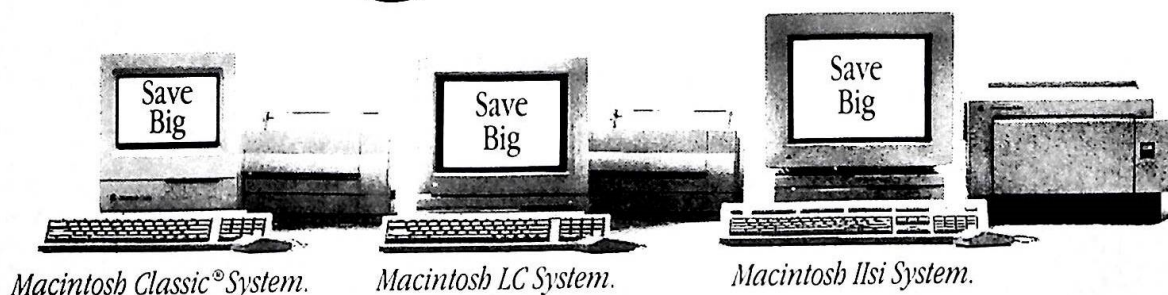
However, "The text will be better related to the course next time. In addition, some improvements will naturally arise because of the freshmen's evaluation of the course," said Petty.

In a quote excerpted from the book by Herbert Otto, "Change and growth take place when a person has risked himself and dares to become involved with experimenting with his own life." This message is a true description of the outcome of the freshman seminar class.

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# Sports

## Crusaders focus on winning

by Tara Thames

As the 1991-92 women's basketball season opens, it is a new experience for some and a familiar one for others. The Lady Crusaders have taken the first step for another successful season; practice.

New member, Della Klein proudly said, "Our practices prepare us as a team and develops the unity that we need to have a successful season and to make it to the NAIA National Tournament."

This year's team includes twelve

members. The five returning members are seniors Kristin Kraemer and Tina Kuhle; junior Dawn Bauer; and sophomore Jennifer Brotzman. The new members are: freshmen Klein, Shikita Sanders, Kelli Miller, Merideth Kramer, Nicole Kopp,

Angie Vodak and Kathy Grubb.

"In order for the team to be successful, we have to work very hard and at this point I am satisfied with the progress," said head coach Lon Boike. "Along with the girls hard work and commitment, there should be enjoyment." This is especially important since the student athletes do not receive funds to play basketball, unlike some of the larger colleges and universities.

Coach Boike, who is also the assistant athletic director, is assisted by head assistant Steve Redmond and volunteer assistant Kraig Miller. "I am honored to be the assistant basketball coach," said Redmond. "We have an outstanding team this year and I believe we can set a new win record."

Kramer said, "I am looking forward to playing for the Crusaders because this year we have a good combination of speed and height which will coincide with our returning players and the new talent." Kraemer said, "I am hoping for the best season that I can experience with my teammates. I am also hoping to have the best personal success as well, being this is my last year playing basketball."

The Lady Crusader's goals include winning the Midwest Classic Conference and NAIA District 15 tournaments which would allow them to compete in the NAIA National Tournament. This goes hand-in-hand with Boike's goals, of winning at least 23 or 24 basketball games out of the 28 that they will play, averaging about 85 points per game and most importantly, making sure that everyone is enjoying what they are doing.

Some of last year's leading scorers were Kuhle, who averaged 20 points per game, Bauer and Kraemer, who averaged 11 points per game and Brotzman who averaged 12 points per game. Along with last year's skillful players and this year's fresh talent the 1991-92 Clarke Women's Basketball team have a chance to reach their goals.

If you would like to cheer the Lady Crusaders on to victory, you can do so by attending their basketball games. The Crusader's first game will be played at home, at Dubuque Senior High School in the Nora Gymnasium. The team will be competing against Judson College at 7 p.m. on Nov. 15.

The other Lady Crusaders home basketball games for this semester are against Edgewood College, Nov. 19 at 7:30 p.m.; Coe College, Nov. 23 at 7 p.m.; Upper Iowa, Dec. 3 at 7 p.m.; and Iowa Wesleyan College, Dec. 13 at 7 p.m.

by Pam Engelken

A ski trip to Aspen, Colo. organized by Clarke ski team member, Jim Wachtel, is scheduled for January 3-10, 1992. The cost is \$389, which includes four days of skiing, six nights lodging and round-trip transportation. A \$150 non-refundable deposit is required. Payment in full is due by Nov. 20. Transportation will be provided by a Tri-State Tour's deluxe motor coach.

Wachtel said, that so far, 25 people have signed up for the trip. However, 40 must go to qualify for the group price, which he said, is a significantly reduced rate. Normally, he said, the cost would be no less than \$600 and most likely \$700 or \$800. He said, "The reason the price is so low for Aspen, which is one of the most expensive resorts in the country, is that the resort is catering to college students. Merchants want students to ski and have a good time at an affordable price. That way, when students graduate and get good jobs, they'll go back."

The package price does not include rental equipment. However, rental equipment will be offered at a reduced rate also. The lift ticket, which is good for all four mountains at Aspen, will be valid for four days, and offered at a reduced price on the fifth day.

Wachtel said that he is trying to recruit

students from all three Dubuque colleges for the trip, as well as area people who might be interested. Wachtel said that so far six Clarke students are signed up.

Senior Andy Haas went on the ski trip to Crested Butte last year. He said, "I had so much fun, I have to go again this year." Senior Rachel Bell, who also went to Crested Butte, said that it had been ten years since she had been skiing. She said that she is looking forward to the trip to Aspen and the only worries she has are how far students' dollars will go for food and other expenses. However, Bell added that if the package deal offers as many coupons and special deals as last year, students will be in good shape. Bell said, "The ski trip is what we make of it and we plan to make this year even better." Bell added that since the package deal was made possible through the National Collegiate Ski Association, she also looks forward to meeting other college students.

Wachtel said that in signing up for the trip, it does not matter whether you have gone skiing before. "There's a wide range of people going on this trip; from beginners, to experts, and everything in between," he said. He added that last year, over half of the people that went to Crested Butte were beginners.

According to Wachtel, lessons are available at the Vic Braden Ski College on Buttermilk Mountain, which is known as the best ski school in the country. Wachtel added that three other mountains, Snowmass, Aspen Mountain and Aspen Highlands, offer varying terrain that will provide ample opportunity for skiers at any skill level to test their abilities.

Aspen is opening on Saturday, the earliest opening in its 45 year history. Therefore, Wachtel predicts that there will be plenty of snow for the trip. Wachtel, who has been skiing since an early age, said that he has skied quite a few areas in his life, but he has never skied Aspen. He said, "I'm really looking forward to skiing Aspen because everyone I've talked to said how great it is."

Lodging will be provided at Pokolodi Lodge, which is in the heart of Snowmass Village. The location of the lodge is walking distance from the base lifts, and free shuttle bus rides between ski areas are available.

A free deluxe continental breakfast will be offered every morning at the Pokolodi Lodge. Wachtel added that, "There will be an inexpensive dinner buffet offered in the evening, so we don't have to go to expensive restaurants or waste time cooking." A microwave, refrigerator and coffee maker will also be provided in each of the lodge rooms.

Although skiing is the main attraction, Wachtel said that Aspen is also known for its shops, boutiques, nightlife and many celebrities who live there. Aspen is also known for its annual world ski race, America's Downhill. For more information on the trip contact Jim Wachtel at 582-0842 or 1400 Curtis St., Dubuque, Iowa, 52001.



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High Tech  
present  
at Clarke

by Leslie D. Johnson  
The second half of Clarke's  
and High Touch series dealing  
with computer technology and ethics was  
on Nov. 6.  
Michael M. Van Buskirk, executive  
president and director of the Ohio  
Association of professors at  
Polytechnic Institute in Troy, N.Y.,  
ed the issue of computers and  
how it affects the general public.  
St. Catherine's University, president  
of the audience. She stressed the  
importance of the discussion of computers  
to the audience. The evening was  
adding that the evening was  
"challenging ideas that will  
lives in significant ways."  
recognized the GTE Foundation  
helped sponsor the event.  
Van Buskirk said, "Computer  
and ethics is an important topic  
this is the dawn of the information  
age. Most laws focus on regulation  
of the private sector. Information  
to that of the private sector. Information  
must be appropriate and the data  
be accurate. The potential for  
dividuals is a complex issue that  
become simplified when we  
what's best for society."  
Van Buskirk said that business  
information about people to  
information efficiently, but more data  
necessarily guarantee that behavior  
predicted better. He emphasized  
for accuracy and appropriate  
bases and said, "Your privacy  
when mistakes are made and  
equals harm."  
He used as an example a man  
cellent credit history was made  
delinquent credit card transaction  
recorded for charge cards he did  
He later discovered that the  
belonged to his son, who had  
name. The "Jr." at the end of  
had been overlooked.  
In closing, Van Buskirk said,  
has a right to personal privacy  
must re-examine technology  
benefit versus its potential harm.  
Johnson dealt with the fact that  
information can affect people's  
extent that it can determine whether  
they get a loan, a job or insurance.  
"Most people have little knowledge  
concern about how much information  
available on them," she said.  
ing to Johnson, there is  
understanding about who has  
this information and how it might  
The constant monitoring of one  
by computers is an invasion of  
itself.  
To tell me I can't have (marriage  
or employment) without giving  
privacy is a way of extorting  
from me, she said.  
Johnson proposed that society  
a policy regulating what information  
made available and to whom  
gested a world-wide data bank  
be easily accessible to everyone  
would contain basic information  
for individual review.  
The lecture was followed by  
from the audience and a reception.  
The first High Tech and  
presentation of the year  
September of the  
puter in military decision-making  
High Tech and High Touch lecture  
been presented since 1987.

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